

**Federal Career Intern Program (FCIP)**

\$16,880-62,593

Entry level Civilian Career Appointments

For Recent Graduates or those completing degree requirements within 9 months

The Federal Career Intern Program is a hiring authority for trainee positions in a variety of occupations. In general, individuals are appointed to a 2-year paid internship. The appointment is an excepted-conditional appointment in the excepted service. Upon successful completion of the 2-year internships, the interns are eligible for noncompetitive consideration for career placement to a career conditional appointment in the competitive service; if not converted, the appointment of a career intern expires at the end of the 2-year internship period. Federal Career Interns with the Wilmington District are hired in one of various Departments of the Army civilian Career Programs. Interns will be covered by a formal training plan that includes training and developmental, rotational, or other job assignments appropriate to the career field in which they are hired. Candidates selected will be required to sign a Department of the Army Employment and Mobility Agreement for interns. Although it is not expected, during your intern career, it is possible you will be reassigned to or from a DA funded space in Wilmington and other geographic locations. If you are reassigned and/or offered a position and you decline the offer, action to effect your separation within 60 days can be initiated.

Employees appointed under this program are entitled to earn annual and sick leave; holiday pay; health and life insurance; and retirement coverage. Permanent Change or First Duty station expenses may be authorized.

The qualification requirements vary depending on the career field. The qualification standards are found in the Qualifications Standards Handbook Operating Manual, which is published by the U.S. Office of Personnel Management. You may review this operating manual in its entirety by visiting the Civilian Personnel Advisory Center at the above address or online at <<http://www.opm.gov/>>. You must meet the specific qualification for the position in which you are applying.